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REPORT OF THE CITIZENS'
REVIEW PANEL ON
RENUMERATION FOR THE
MAYOR AND ALDERMEN OF
THE CITY OF HAMILTON



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CITY CLERKS

REPORT OF THE CITIZENS' REVIEW PANEL
ON REMUNERATION FOR
THE MAYOR AND ALDERMEN OF THE CITY OF HAMILTON

Panel

Thomas F. Casey
Mark Sproule-Jones
Robert Stanbury

March 22, 1988

URBAN MUNICIPAL

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GOVERNMENT DOCUMENTS

This report is made to Hamilton City Council in accordance with its resolution of January 12, 1988, as follows:

The Hamilton and District Chamber of Commerce, the Hamilton and District Labour Council and McMaster University be requested to each appoint a person to sit on a Citizens' Review Panel should any of the original Panel members be unable to serve, to review the remuneration to be paid to the members of the City council that will be elected at the 1988 Municipal Election.

NOTE: The appointing of such a panel, which is to be made in the month of January in an election year, is provided for in the Report of the Salary Review Panel which was adopted by City Council at its meeting held on October 28, 1986.

Procedure

On January 25, 1988, in a letter to the City Clerk, we outlined the process we proposed to follow and inviting comments from members of Council. We received comments from one member, Alderman Paul Cowell, by letter dated January 29, 1988. Copies of those letters are appended to this report.

On February 8, 1988, we requested the City Clerk to convey to members of Council and news media covering City Hall a statement inviting written submissions from members of Council and the general public. We received one written submission, from Alderman Reg Wheeler, by letter dated February 25, 1988. Copies of that statement and that letter are appended to this report.

Salaries

In our report of September, 1986, we recommended among other things that:

- a) salaries for each new Council be set in advance for its full term of office by each outgoing Council before June 1 of each election year;
- b) any increase in salaries of the Mayor and Alderman from the beginning of one term of office to the next should not exceed the percentage increase in total personal income of Hamilton residents during the latest three years reported by Revenue Canada, unless recommended by a Citizens' Review Panel appointed in January of an election year whose report is made public before April 1 of that year.

We reiterate these recommendations.

The total personal income of Hamilton residents during the latest

THESE THINGS ARE NOT TO BE TAKEN AS A CHALLENGE TO THE
COURTESY OF THE COURT, BUT AS A REQUEST FOR A MORE
THOROUGH INVESTIGATION.

THE COURT HAS BEEN ADVISED THAT THE
EVIDENCE IN THIS CASE IS NOT SUFFICIENT TO
WARRANT A VERDICT OF GUILTY. THE COURT
HAS THEREFORE DECIDED TO GRANT A
MISTRIAL. THE COURT HAS ALSO ADVISED
THE JURY THAT IT IS TO BE DISMISSED
WITHOUT A VERDICT.

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three years reported by Revenue Canada (1983-84-85) increased by 15.72%. Applying such a percentage increase to the Mayor's salary of \$34,943.48 and an Alderman's salary of \$12,558.00, as they were at the beginning of the current term of office, would produce maximum levels of \$40,436.60 for the Mayor and \$14,532.12 for each Alderman during Council's next term of office.

Benefits

In our previous report, we recommended no change in fringe benefits, and we note that Council has followed that recommendation. However, having reviewed benefit levels with the assistance of the Commissioner of Human Resources, Ms. Cheryl Lowe, we understand that Council members' benefits in at least one respect have fallen behind in their traditional relationship with those enjoyed by City employees generally, and that Council members' life insurance coverage does not accord with that of City senior management.

In our opinion, it is not unreasonable for Council to restore and maintain the traditional parity between its members' benefits and those of City employees, and for Council members to have access to life insurance on the same terms (including options for additional coverage at their expense) as available to City senior Management.

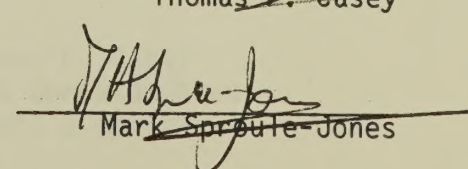
Recommendations

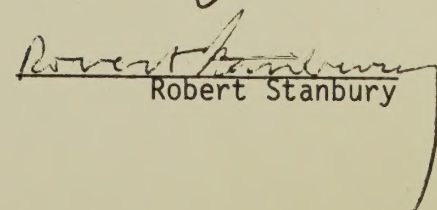
We recommend that:

- 1) before June 1, 1988, Council establish, effective December 1, 1988, for the next full term of office until November 30, 1991, salaries not exceeding \$40,436.60 for the Mayor and \$14,532.12 for each Alderman;
- 2) Council, if it sees fit, re-establish as of December 1, 1988, and maintain the traditional parity between Council members' fringe benefits and those of City employees generally, and adopt and maintain for Council members life insurance coverage, including options, available to City senior management.
- 3) Council and its successors continue to act in accordance with the recommendations in our previous report.

Respectfully submitted,


Thomas E. Casey


Mark Sproule-Jones


Robert Stanbury

March 22, 1988

These four pages of the original document, which were
found in the possession of the defendant, contain
a copy of the letter from the defendant to the
plaintiff, dated the 1st day of January, 1901, and
a copy of the letter from the plaintiff to the
defendant, dated the 1st day of January, 1901.

The first of these pages is a copy of the letter
from the defendant to the plaintiff, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The second of these pages is a copy of the letter
from the plaintiff to the defendant, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The third of these pages is a copy of the letter
from the defendant to the plaintiff, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The fourth of these pages is a copy of the letter
from the plaintiff to the defendant, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The fifth of these pages is a copy of the letter
from the defendant to the plaintiff, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The sixth of these pages is a copy of the letter
from the plaintiff to the defendant, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The seventh of these pages is a copy of the letter
from the defendant to the plaintiff, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The eighth of these pages is a copy of the letter
from the plaintiff to the defendant, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The ninth of these pages is a copy of the letter
from the defendant to the plaintiff, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

The tenth of these pages is a copy of the letter
from the plaintiff to the defendant, dated the 1st
day of January, 1901, and contains the following
text: "I have the honor to acknowledge the receipt
of your letter of the 1st day of January, 1901,
and in reply to inform you that the same has been
forwarded to the proper authorities for their
consideration."

January 25, 1988

DELIVERED BY HAND

Mr. E. A. Simpson
City Clerk
The Corporation of the City of
Hamilton
Hamilton, Ontario
L8N 3T4

Dear Mr. Simpson:

In accordance with City Council's request that we provide further advice on its members' remuneration for the next term of office, we would appreciate having Council's comments on the process we are considering before we adopt it.

We would propose to invite written submissions from members of Council and the general public by February 20, with a public opportunity during the first week of March for oral comments if desired by anyone who has made a submission in writing.

In keeping with the principle of openness which we stressed in our previous report, we do not contemplate conducting private interviews. However, before adopting our procedure we are prepared to consider any arguments of Council to the contrary.

We would appreciate it if Council could consider our proposed procedure at its next meeting, and if you could convey its comments to us immediately thereafter so we can take them into account in carrying out our assignment.

Sincerely,

Thomas F. Casey
Mark Sproule-Jones
Robert Stanbury

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THE UNIVERSITY OF CHICAGO

CHICAGO, ILL.

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CITY COUNCIL
HAMILTON, CANADA

Alderman Paul Cowell

71 MAIN STREET WEST L8N 3T4 • (416) 526-2732 • RES. (416) 575-4139 — WARD 6

January 29, 1988.

Mr. Mark Sproule-Jones,
Mr. Thomas F. Casey,
Mr. Robert Stanbury,
McMaster Univeristy,
Department of Political Science,
1280 Main Street West,
HAMILTON, Ontario.
L8S 4M4.

Dear Sirs:

Further to your letter of January 25, 1988, I am expressing my concern over the method you intend to use to establish Council's salary for the 1989-1991 term.

It was my understanding, and clearly laid out in your study on the matter in 1986, that you have already recommended the process for determining future increases. The increases were to be based on the increases in total community income determined from analysis of Revenue Canada's statistics for the three year period of 1984 - 1986.

Could you please explain why you are deviating from your recommendations and are now requiring written submissions from Members of Council and the general public along with oral comments from the public regarding this matter.

Even though I was one who did not agree with your original recommendations, I would urge you, in good faith, to proceed with the methods you proposed in your original study document.

Yours very truly,

Paul Cowell.

PC:njb

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In accordance with Hamilton City Council's request that we provide further advice on its members' remuneration for the next term of office, we invite written submissions from members of Council and the general public through the City Clerk until February 20, 1988. A public opportunity for supplementary oral comments will be offered to any who request it in a written submission.

February 8, 1988

Thomas F. Casey
Mark Sproule-Jones
Robert Stanbury



CITY COUNCIL
HAMILTON, CANADA

Alderman Reg Wheeler

71 MAIN STREET WEST L8N 3T4 • (416) 526-2732 — WARD 5

February 25, 1988

Members, Salary Study Committee

Dear Sirs:

At a recent meeting of the Legislation Committee, the subject of 'Insurance Coverage for Elected Officials' came up for discussion. It was pointed out to that committee that this had been made a part of your report last year. Since your group had dealt with it at that time and council had accepted your report, it was felt that we could do nothing about it without damaging your whole report.

Since you are allowing others to make presentations to your committee, I felt I should come forward at this time.

The reason I want to speak is not on my behalf, but on behalf of those Members of Council who have no other job but their Aldermanic position.

These people have dependants and for that reason, should be protected to a far greater extent than they are at present.

Council allows the Department Heads and Deputies to have 2 1/2 times their salary with the added advantage of paying for 1/2 times out of their own pocket. The guideline for a Member of Council is 1 1/2 times his salary.

Picture in your mind what salaries our Department Heads make per annum...\$60,000.00 - \$80,000.00 times 2 1/2 is certainly a great deal for them.

Picture what 1 1/2 times and Alderman's salary does for them!! I don't really think that is fair to the elected people.

I remember what happened when Vic Copps had his terrible misfortune. If it hadn't been for a fund-raising plan by some strong supporters, I don't know what his family would have done.

I am in a fortunate position of having worked at Dofasco where they have great built in insurance coverage for their employees, therefore, I am not speaking for myself. I am speaking for are the families of the dedicated people who put themselves forward at election time who, once elected, seem to forget about those so dear to them at home.

1963

PHYSICS DEPARTMENT

1963

1. The first part of the report is devoted to a discussion of the general principles of the theory of the structure of the nucleus. It is shown that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles. The interactions are of two types: strong and weak. The strong interactions are responsible for the binding of the nucleons in the nucleus, and the weak interactions are responsible for the decay of the nucleus.

2. The second part of the report is devoted to a discussion of the experimental results on the structure of the nucleus. It is shown that the experimental results are in good agreement with the theoretical predictions. The experimental results show that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

3. The third part of the report is devoted to a discussion of the theoretical results on the structure of the nucleus. It is shown that the theoretical results are in good agreement with the experimental results. The theoretical results show that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

4. The fourth part of the report is devoted to a discussion of the conclusions of the report. It is shown that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles. The conclusions of the report are in good agreement with the experimental results and the theoretical predictions.

5. The fifth part of the report is devoted to a discussion of the bibliography. It is shown that the bibliography is in good agreement with the experimental results and the theoretical predictions. The bibliography shows that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

6. The sixth part of the report is devoted to a discussion of the appendix. It is shown that the appendix is in good agreement with the experimental results and the theoretical predictions. The appendix shows that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

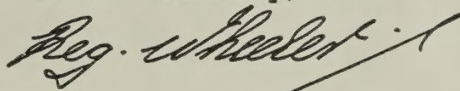
7. The seventh part of the report is devoted to a discussion of the index. It is shown that the index is in good agreement with the experimental results and the theoretical predictions. The index shows that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

8. The eighth part of the report is devoted to a discussion of the summary. It is shown that the summary is in good agreement with the experimental results and the theoretical predictions. The summary shows that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

9. The ninth part of the report is devoted to a discussion of the references. It is shown that the references are in good agreement with the experimental results and the theoretical predictions. The references show that the nucleus is a system of interacting particles, and that the structure of the nucleus is determined by the interactions between the particles.

If anything happens to them while they are in office, their families should not have to carry the burden. While that person is in office, his/her family carries a big enough burden.

Yours sincerely,

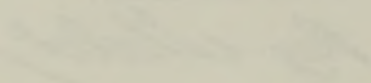


Reg Wheeler
Alderman, Ward 5

RW:NB

- c.c. - Mr. Mark Sproule-Jones
McMaster University
Department of Political Science
1280 Main Street West
Hamilton, Ont. L8S 7M4
- Mr. Robert Stanbury
c/o Inch, Easterbrook and Shaker
1 King Street West
P.O. Box 783
Hamilton, Ont. L8N 3M8
- Mr. Thomas F. Casey
Hamilton-Brantford Building Trades Council
688 Queensdale Avenue East
Hamilton, Ont. L8V 1M1

It is my duty to report to you that the following information has been received from the Bureau of the Census, Department of Commerce, Washington, D.C., dated 10/10/50.

Very truly yours,

J. Edgar Hoover
Director

10/10/50

Mr. J. Edgar Hoover
Director, Federal Bureau of Investigation
Washington, D.C.

Mr. J. Edgar Hoover
Director, Federal Bureau of Investigation
Washington, D.C.

Mr. J. Edgar Hoover
Director, Federal Bureau of Investigation
Washington, D.C.

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